

**COUNTY OFFICERS AND DEPARTMENT HEADS  
2004-2005 SALARY SCHEDULE\***

<u>Elected Officials</u>	<u>Annual Salary</u>
Supervisor	\$ 68,676
Assessor	132,084
Auditor-Controller	132,084
County Clerk-Recorder	114,816
Treasurer-Tax Collector-Pub. Administrator	132,084
District Attorney	159,936
Sheriff-Coroner	154,738

<u>Appointed Department Heads</u>	<u>Annual Salary</u>		
	<u>Minimum</u>	<u>-</u>	<u>Maximum</u>
Ag Commissioner/Sealer of Weights & Measures	\$ 92,772	-	112,752
Chief Information Officer	109,716	-	133,368
Chief Probation Officer	99,816	-	121,344
County Administrative Officer	149,724	-	182,004
County Counsel	131,580	-	159,936
County Social Services Director	112,428	-	136,656
Director of Behavioral Health Services	112,656	-	136,944
Director of Child Support Services	109,596	-	133,200
Director of Planning/Building	103,080	-	125,304
Director of Public Health/Health Officer	133,656	-	162,444
Director of Public Works and Transportation	119,208	-	144,912
General Services Director	106,452	-	129,396
Library Director	86,004	-	104,544
Personnel Director	101,748	-	123,696
Veterans Service Officer	76,812	-	93,396

\*These salaries, as well as the salary schedule on the pages that follow; reflect the 2004-2005 rates known as of the date of preparation of this document, April 2005. For the most current salary information, contact the County Personnel Department.

**MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2004-2005**

1. Retirement. The County operates its own independent retirement plan. Participation in the plan is mandatory for all employees except elected officials. The County sold Pension Obligation Bonds during 2003-2004. The County's share of the retirement contribution based upon salaries for 2004-2005 are shown below. Upon adoption of the 2005-2006 final budget, the following POB rates will become effective:

	<u>2004/05</u>		<u>POB</u> <u>2004/05</u>		<u>POB</u> <u>2005/06</u>
Attorneys, Management and Confidential	13.96 %		3.63 %		3.93 %
Public Services, Clerical and Supervisory	11.36		3.63		3.93
Trades, Crafts and Services	11.36		3.63		3.93
Probation Management	11.88		3.59		3.89
Probation Officers	8.22		3.59		3.89
Law Enforcement Safety Management	15.99		2.34		2.64
Law Enforcement Safety	14.29		2.34		2.64
Law Enforcement Non-safety	7.92		3.63		3.93

## MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2004-2005

Additionally, the County pays a portion of the employee's retirement contribution:

	2003/04		2004/05
	13.55 %		13.55 %
Elected Officials	9.29		9.29
Attorneys, Management and Confidential	7.00		7.00
Law Enforcement, Safety	4.20		4.20
Law Enforcement Non-Safety	7.20		7.20
District Attorney Investigators	5.74		5.74
Public Services, Clerical and Supervisory	7.37		7.37
Trades, Crafts and Services	5.74		5.74
Probation Officers			

2. Workers' Compensation. The County's Workers' Compensation program is self-insured. Workers' Compensation is charged to departments to maintain adequate reserves and is based upon job classification and departmental experience. Upon adoption of the 2005-2006 final budget, the following rates will become effective based on \$100.00 of payroll for each department:

### RISK EXPOSURE:

<u>Code</u>	<u>Classification</u>	<u>Exposure Rate</u>
2	Police	\$ 4.36
3	Clerical	.43
5	Institutional	2.11
7	County-Other	2.58
8	County-Manual	4.70
9	Roads	4.01

### LOSS EXPOSURE:

<u>Department</u>	<u>Experience Factor</u>	<u>Department</u>	<u>Experience Factor</u>
Administrative Office	7.49	Agricultural Comm.	2.03
Auditor-Controller	7.57	Planning & Building	1.47
Treasurer-Tax Collector	17.67	Animal Services	13.93
Assessor	2.61	Public Works	3.33
County Counsel	1.01	Public Health	2.53
Personnel	11.43	Mental Health	2.99
Pension Trust	1.00	Drug & Alcohol Services	2.34
General Services	3.12	Air Pollution Control	1.02
Information Technology	4.13	Law Library	1.00
Clerk-Recorder	2.00	Social Services	4.32
Board of Supervisors	1.09	Veterans Services	1.00
District Attorney	2.63	Library	4.70
Child Support Services	6.42	Farm Advisor	1.45
Victim Witness	1.00	Sheriff-Coroner	2.21
Probation	3.28	Medical Services	11.26

3. Social Security. The County matches the employees' contribution to Social Security. The 2005 calendar year rate is 6.20% on maximum wages of \$90,000. The County also matches the employee's contribution to Medicare. The 2005 calendar year rate is 1.45% of total Medicare wages (no maximum).
4. Disability Insurance. The County provides a long-term disability insurance for all attorneys, management, District Attorney Investigators and confidential employees. The premium rates for 2004-2005 will be .48% of gross salary to a maximum monthly gross of \$13,500.

## MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2004-2005

5. Unemployment. The County's unemployment insurance program is self-insured and is funded by charging departments to maintain adequate reserves. The rate for 2004-2005 is .001% of gross salary. Upon adoption of the 2005-2006 final budget, the rate will become .220% of gross salary.
6. Life Insurance. The County provides \$30,000 term life insurance coverage to all District Attorney (DA) Investigators, attorneys, management and confidential employees at a cost of \$6.30 per month. General managers and department heads receive \$50,000 coverage at a cost of \$10.50 per month.
7. Health, Vision and Dental Insurance. The County offers health insurance coverage through the Public Employees' Retirement System (PERS). Additionally, we offer two dental plans and a vision plan.

County contributions to the health, dental and vision plans are as follows:

	<u>Monthly Contribution per employee</u>
Attorneys, Management and Confidential	\$ 706.00
Public Services, Clerical and Supervisory	509.00
Probation Officers	509.00
Trades, Crafts, and Services	481.26
District Attorney Investigators	290.00
Deputy Sheriffs Association	325.00
Management Law Enforcement	350.00
Dispatchers	359.50

8. Vacation. Permanent employees who have passed their probationary period accrue vacation as follows:

<u>Years of Service</u>	<u>Vacation Days/Year</u>
Beginning of service to end of fourth year	10
Beginning of fifth year to end of ninth year	15
Over ten years of service	20

Employees must complete their first probationary period before taking any vacation time off. Vacation payoffs at the time of termination are limited to thirty (30) or forty (40) days, depending on the bargaining unit.

9. Sick Leave. Permanent employees accrue twelve (12) days sick leave for each year of service. The bargaining units and unrepresented groups can accrue sick leave up to specified maximums. Employees with more than five years of service (10 years for law enforcement) are paid for one half of their accrued sick leave, to a maximum of 90 days, upon termination.
10. Holidays. Legal holidays are designated by the Board of Supervisors with county ordinance and agreements with the unions. The majority of permanent employees are entitled to twelve (12) paid holidays and one (1) paid personal leave day per fiscal year. The remainder of the permanent employees are entitled to thirteen (13) holidays per fiscal year.
11. Compensatory Time Off. Employees may earn one and one-half hours of compensatory time off (CTO) for each hour worked in lieu of being paid overtime according the Fair Labor Standards Act (FLSA) and Memorandum of Understanding (MOU). Public services, clerical and supervisory employees, confidential employees, DA investigators and dispatchers may accrue up to 120 hours of CTO. Trades, Crafts and Services, law enforcement and fire employees may accrue up to 90 hours. Employees are paid for their accrued CTO upon termination.
12. Administrative Leave. General management employees are allowed six days of administrative leave each fiscal year. Attorneys, operations and staff management are allowed four days each fiscal year. Confidential employees are allowed three days each fiscal year. There is no carry-over of unused administrative leave into subsequent fiscal years. Employees are not paid for unused administrative leave upon termination.

## **MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2004-2005**

13. Annual Leave. Employees who work in designated 24-hour facilities may elect to participate in the annual leave program, which allows the employees to accrue holidays and utilize them as paid time off. Annual leave must be used prior to vacation. Employees are paid for their accrued annual leave upon termination to a maximum of twelve (12) days.